

European Platform for Rehabilitation (EPR)

*Building capacity for excellence in
service provision for people with
disabilities*

***Laura Jones
Secretary General***

Who we are

Network of service providers committed to excellence and innovation through mutual learning

25 members (full & associate)

16 countries

Slovenia: URI

All types of disability

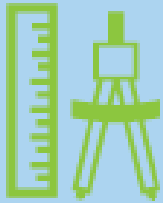
Public and private not-for-profit



Our vision

EPR and its members **contribute to a society where every person** with a disability and persons in other vulnerable situations have **access to the highest quality services** that create **equal opportunities for all and independent participation in society.**

Projects



Policy



Networking



Benchlearning



Innovation



Fields of work – service domains



- Vocational Education and Training
- Employment

- Medical rehabilitation
- Independent living



Fields of work - crosscutting

- Quality of services
- Organisational performance
- Outcome Measurement
- Mental Health
- Information and Communication Technologies (ICT) and Assistive Technologies (AT)
- International Classification of Functioning (ICF)
- Person centredness / Co-production



SIQOL

Domains & Dimensions:

Analytical model on outcome evaluation

Personal Development

Interpersonal Relations

Self-determination

Social Inclusion

Employability

Citizenship

Rights

Well-being

Emotional

Physical

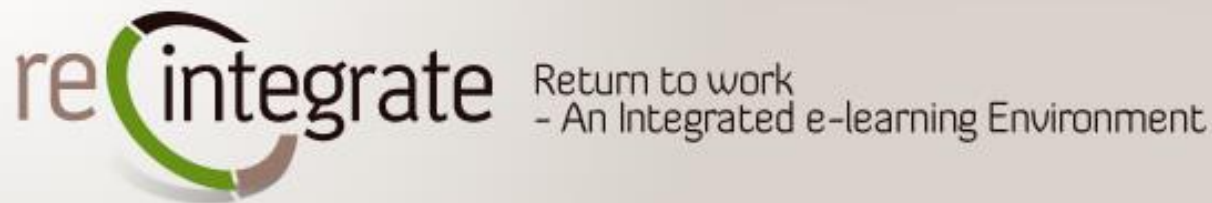
Material

Benchmark outcomes of VR programmes as perceived by service users & impact on Quality of Life

EPR specific employment work

- In-depth mutual learning workshops on partnerships with employers – guide to come
- Training for job coaches in Supported Employment
- Webinars on the transition from sheltered work to mainstream labour market
- Recommendations on employment and training for people with disabilities

Project



www.re-integrate.eu

- E-learning Course
- Training Needs Analysis Questionnaire
- Organisational Practice Questionnaire
- Cost-Benefit Calculator
- Corporate Profiles

Some success factors in mainstream employment of pwd

- Informing employers about support
And the benefits (Graeme to elaborate!)
- Knowledge of labour market and trends
- Employers = customers and partners
- Relationships, networking, marketing
- Variety in engagement – building relationships
- Flexibility in workplace integration
- Employment coordinators

Reasonable accommodation: origins*

- 1964: North America, religious beliefs
- Prohibition of discrimination
- 1990: Americans with Disabilities Act – reasonable accommodation unless “*undue hardship*” = “*action requiring significant difficulty or expense*”

*http://ec.europa.eu/justice/discrimination/files/reasonable_accommodation_beyond_disability_in_europe_en.pdf

Reasonable accommodation: EU Employment Equality Directive 2000

- Based on principle of non-discrimination, equality
- Social model of disability
- “*Appropriate measures*”
unless a “*disproportionate burden*” not addressed
by the national govt,
 - + positive action
- Some: need clearer definition EU level
Others: up to national govt

EU case law example; EDF analysis 2006

- Person, due to sickness was fired after could not work for some time
- Judgement: employer cannot dismiss employee on grounds of disability where employee would be able be “*competent, capable and available to perform the essential functions of his post*” if reasonable accommodation were made.

Reasonable accommodation: UNCRPD 2006

- Convention and optional protocol
 - Signatories: must “ensure [it] is provided”
- Promotes development of assistive technologies
- *“Necessary & appropriate modification & adjustments not imposing a disproportionate or undue burden”*
- Denial = discrimination
- *http://ec.europa.eu/justice/discrimination/files/reasonable_accommodation_in_employment_final2_en*

European Commission legal analysis

Reasonable accommodation for disabled people in employment

- The law and its implementation, including in national laws
- Guidance and awareness raising
- Financial assistance for employers
- Accessibility-enhancing legal requirements and their relationship with reasonable accommodation

http://ec.europa.eu/justice/discrimination/files/reasonable_accommodation_in_employment_final2_en.pdf

European Parliament study 2015

- Types
 - Assistive technologies
 - Physical adjustments
 - Working hours
 - Work assistance
 - Training
- Great diversity across EU - examples

http://www.europarl.europa.eu/RegData/etudes/STUD/2015/536295/IPOL_STU%282015%29536295_EN.pdf

ILO practical guide 2016*

1. Identify measures that could remove barriers
 - allow to perform **essential** functions

 2. Assess if reasonable
 - cost; turnover of whole company
 - benefit more than individual?
 - public funding?
 - health & safety impact? (Risks?)
 - length of contract
- Accessibility? General measures (not individual)
- And much more... * http://www.ilo.org/global/topics/equality-and-discrimination/WCMS_536630/lang--en/index.htm

Thank you for your attention!

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The European Platform for Rehabilitation, a network of service providers to people with disabilities committed to excellence/innovation through mutual learning

Brussels, Belgium
epr.eu
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